

Eldridge Cook - (Cookie)

1-10-06

Hulka Miss - Children - Taught 9 English

10-11-12 Typing - Shorthand - No service - (teaching)

Came to Mich for more more money

D.M. May 1963 - Sept - Work Line from May to Sept. Went back to teach in Sept - worked only Summers

May 17 1965 - Seniority missed it twice by 2 days and 1 day didn't know 90 day rule - Stayed in 1965. Very few black supervisors (1) no hispanics no Asians - but quite a few on the line.

What was it like in the factory for culture - different, but use to it from South -

Worked in paint wet sand, liked them better. Worked in paint only summer -

Pranks pulled on ~~me~~ some racial - just ignored it, didn't let it bother him. Some were meant to be hurtful, but kept remembering what

he was there for. Started out at 2.35 hr. did body wires, ~~time~~ ^{relief person}, time keeper, then

went back to line because didn't get raise as time keeper. Helped when Supervision @ in Area knew how job was done because he had done the job.

Time keeper was salaried job, but went back to line -

1966 - Strike married had 2 Kids really worried about job (30 and out) went on Supervision in 1970

Before went on supervision was told couldn't pass test even though teacher + BA-Bus. Ed. Just went back on line - 1971 passed law had to equalize hiring - put him on supervision and he said didn't want couldn't pass test - but said he had to anyway - went on under duress -

3x in seats - some people didn't care for it. No training just do it - job - keep line running - good quality Good Super. catering to employees - being on line helped do a better job.

Worked 12 wks Day 12 wks Nights - laws changed put more Blacks on on supervision - more women too -

Retired 37 1/2 years - Life changed alot of authority to not much Authority white employees wouldn't except checks from him in the 70's - changed in 80's.

Black Super. ~~had~~^{could} to relate to employees better - tried to be fairer to their needs Safety 70's - Steel toed shoes - 80's Steel toed shoes - (don't need to wear) everything about the same.

80's Alot of younger people (alot of them) were lazy + didn't really want to work wanted things handed to them.

As Sup. could you weed them out - No - had no control.

when employment offices - took over hiring instead of in house - things really changed. Referrals in the early days worked better than now.

Let 2 people go over the years - wouldn't correct their actions over the years. Main reasons - drinking, drugs or couldn't do job. Labor relations - all the steps - verbal, written 3 days - week, 2 wks - 4 wks - dismissed.

EAP - Wonderful program - People didn't use. Team concept - T.C. to cater to his groups needs - (70s) Though program was great but started too late.

Salariad parking lot - Salariad dining room - did use them - but didn't care when they left. Liked job and wanted to keep it. Relationship with other Super. was good. Upper Management respected him and he respected them. Amy Farmer didn't bother him no problem with her.

Jim Zubkus favorite plant management. Floyd Jackson would tell me to keep my chin up and keep on doing a good job.

Super. trim area only - did Vinyl Tops loved employees - made job easier. Bad area - NS / younger people didn't

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want to work well.

Better you treat employees the better you get along with.

Weapon into work - didn't like Cookie but couldn't use gun on him - didn't have him fired - after that the person changed. early 90's

Any relatives, yes daughter works at S.M.

Best time - a lot of good times

Bad time - when man wanted to shoot him

Dad a lot of dinner - Made coffee in his office every day - use to cook all the time, would cook a roast in paint ovens -

Bible studies - didn't participate at the plant - but use to read - study Bible in office. Religion & upbringing was what made him do a good job.

Quality 1st Lansing - older workers who knew a good work ethic - hate to lose body by Fisher, but still did a great job.

Thought Fisher Body was great!
Bought 1st car 1976 - Cutlass - product we were making.

Hated to see Body by Fisher.

For 5 years - rode Bus to work but walked home at night to the East side of town.

Saw check pools - football pools - but looked the other way.

Staying in Lans. no reason to return to Miss - family mostly gone - children are here. Never saw snow till came to Mich.

Good programs - alot of good ones Employees start helping setting up jobs really helped -

Radios were fine as long as they weren't too loud. As long as employees were happy I was happy. No radios at New plant, gonna effect employees - give them some of their needs and wants. It helps employees do a better job.

Kept going to management over engineering problems to get things fixed and special tools on jobs to assist employees to do the job.

Community - active in Church ~~side~~ ^{South} side community center - next summer will help do a gardening plot for them.

Church Supt. do alot with Sunday

school kids.

Civil Hunter & fisherman - fishes with Ed Luckey -

Plays Bid wist

D. M. in trouble ~~we~~ affects him

because still gets checks. G.M. been too good for too long, but we do deserve most of what we've gotten.